



Government of **Western Australia**
Department of **Treasury**

ACCESS AND INCLUSION PLAN 2023-2027



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This plan is available upon request in standard or large print, electronic format (for screen readers) and audio. You can also find it on Treasury's website.

This plan has been prepared in accordance with our obligations under the *Disability Services Act 1993*, *The WA Equal Opportunity Act 1984*, the *Commonwealth Disability Discrimination Act 1992*, and the United Nations Convention on the Rights of Persons with Disabilities.

Published December 2022.

Acknowledgement of Country

The Department of Treasury acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders past and present.

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Michael Barnes PSM
Under Treasurer

MESSAGE FROM THE UNDER TREASURER

Treasury takes its role as a central and leading public sector agency as one in which it can be both inspiring and exemplary.

Since its first Disability Access and Inclusion Plan was published in 2007, the number of employees disclosing a disability has been steady. I am especially proud of this outcome for two reasons: firstly, as it shows that the people who choose to work in Treasury feel supported and safe enough to reveal very personal information, and secondly that our work environment and culture supports their needs as business as usual.

You might have noticed that we have dropped the Disability aspect of the title of the plan. This is a recognition that efforts to make Treasury more accessible and inclusive benefit everyone, regardless of ability. We believe that our workplace and its culture should not discriminate in any way, and it behoves all of us to ensure our continued improvement.

This plan builds on the work we have done under our previous plans. It celebrates our progress and shows the way forward. This work is unlikely to have a final destination, it will be a path upon which more and more of us proceed.

Treasury welcomes suggestions from anyone who can assist us in improving its access and inclusion.

The path ahead of us may not be easy, but I encourage all Treasury employees to embrace the challenges this plan lays out. In our everyday work of developing and reviewing public sector policy, providing advice, preparing publications, and organising events, we must ensure we offer services, facilities, and information that are accessible for all.

A handwritten signature in blue ink, appearing to read 'M. Barnes'.

Michael Barnes PSM
Under Treasurer

TREASURY

OUR ROLE AND PURPOSE

Treasury's work is integral to the Government's decision-making processes about where and how to spend taxpayers' money to ensure Western Australians have access to quality services on a financially sustainable basis.

This includes formulating, implementing, and monitoring the State Budget, economic and revenue forecasting, revenue policy advice, advice and analysis on financial arrangements with the Commonwealth, advice on infrastructure policy and planning, advice on the State's financial management framework, and management of the public ledger.

We have five business units employing more than 280 people in one building in the Perth CBD.

Having little direct contact with the general public, Treasury's key stakeholders are the Treasurer, its employees, its client agencies and representatives from industry bodies.

Treasury supports and values diversity in its workforce and in the wider community.



OUR STRATEGIC GOALS



Goal One:
Promoting fiscal sustainability and value for money outcomes



Goal Two:
Promoting a strong, competitive and diversified economy



Goal Three:
Enhancing organisational capability and agility



OUR VISION

To be highly valued and trusted as the State's pre-eminent economic and financial policy advisor.



OUR MISSION

Supporting the Government of the day through the provision of expert financial management and economic policy advice that promotes the public interest.



OUR VALUES

Solutions focused, Committed people, Working collaboratively, Making a difference.

DISABILITY AND US

WHAT IS DISABILITY?

A disability is any continuing condition that restricts everyday activities.

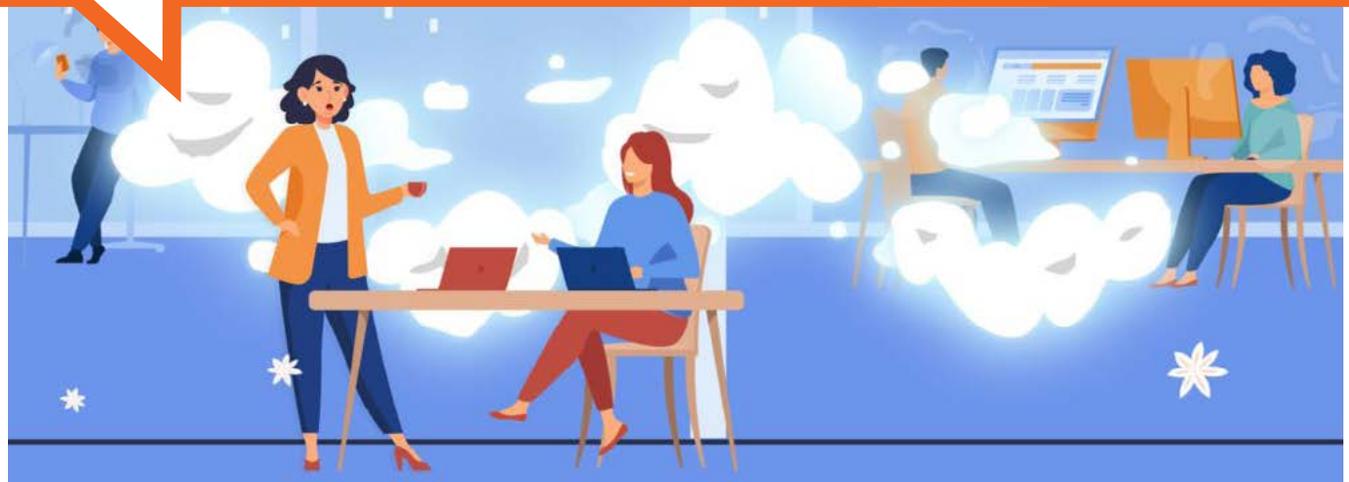
The *Disability Services Act 1993* defines disability as a condition that:

- is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment, or a combination of those impairments;
- is permanent or likely to be permanent;
- may or may not be of a chronic or episodic nature; and
- results in substantially reduced capacity of that person for communication, social interaction, learning, or mobility and a need for continuing support services.

MY EXPERIENCE: I APPRECIATE THE SUPPORT

Multiple Chemical Sensitivity (MCS) is an invisible disability – nobody can see the effects that chemicals have on people living with this condition. Everybody's experience of MCS is different. Mine is that I have heightened sensitivity to chemicals through smell, skin and ingestion. Chemicals are everywhere in our environment – in washing powders, perfumes and colognes, body products e.g. moisturisers, essential oils, medications, cleaning products, car products, the list goes on. MCS is termed a disability because it can be limiting on everyday activities. For example, I avoid places with large groups of people and I cannot take the train for fear of being hit with perfume overload. I have to think twice about joining group activities with people I don't know as it's likely somebody will be wearing perfume and I don't want to risk a reaction. The impacts are varied – I can experience numbness, anxiety, cognitive impairment, migraines, poor concentration, brain fog or freeze and digestive issues. At work, this ultimately impacts my ability to do my best work as I have to cope with the symptoms and also try to work. This creates further angst for me and the extra energy to do this is exhausting. When I get home, I then have to spend time alleviating the symptoms. And then do it all again the next day.

I am very appreciative of the support Treasury has provided to help me work more comfortably in the office and especially appreciative to my Treasury colleagues that choose not to wear perfume and fragranced products (or spray these things in the office) to support myself and other staff members with this condition (there are several of us).





2022 DISABILITY STATISTICS

IN ITS JUNE 2022 DATA RELEASE, THE AUSTRALIAN BUREAU OF STATISTICS REPORTED:

DISABILITY **53%**
of people with disability are in work

10%
of adults with disability report experiencing discrimination




29.6%



Musculoskeletal disorders were the most prevalent physical disorder

23.2%



reported a mental or behavioural disorder as their main condition

AT TREASURY

Disabilities disclosed as at 30/06/2022 are:

1	Learning
1	Sight & Long term medical/health condition
1	Sight
4	Long Term Medical, Physical, Mental or Psychiatric
2	Other (not disclosed)
1	Hearing

PEOPLE



8.2%

of Aboriginal and Torres Strait Islander people identified requiring assistance with core activities

6.1%



of females are slightly more likely to indicate they require assistance

5.5%



of males are slightly less likely to indicate they require assistance

76.6%



of people identifying as requiring assistance live with family

19.4%



live alone

NATIONAL BREAKDOWN



122,348

Australians identified as requiring assistance with core activities

MY EXPERIENCE: A WIN-WIN SUCCESS STORY

I have multiple health problems. One of my biggest struggles is commuting to and from the office, particularly as I have trouble processing how close I am to surrounding objects. Treasury has accommodated me with work from home arrangements and flexibility of late starting and ending times. I was working two days a week from home, but during covid lockdown my manager realised that more time working at home would make me more productive, so I now work three days a week from home. In the absence of these arrangements, I would probably only be able to work part-time. I see Treasury's accommodation of me as a win-win success story, enabling me to remain a productive fulltime employee.

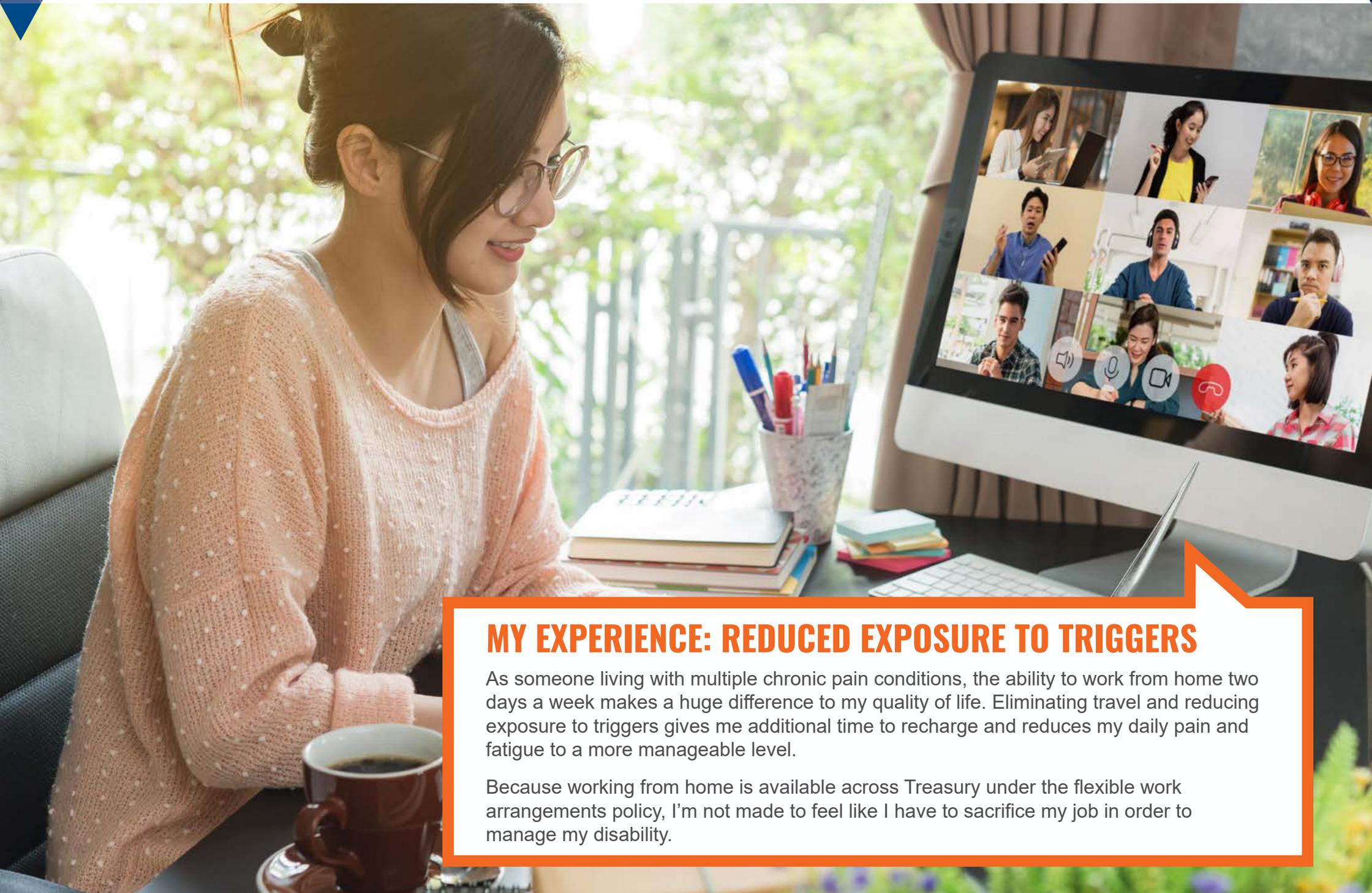
TREASURY'S PERFORMANCE ON DISABILITY KPIS

Year	Headcount	Percentage Representation**	Percentage Response Rate***
March 2019	6	5.1%	38.8%
March 2020	9	6.5%	51.1%
March 2021	10	6.9%	52.9%
March 2022	9	5.35%	58.6%

*Source: Department of Treasury Quarterly entity profile June 2022.

** Of those who chose to respond.

*** Of total employees.



MY EXPERIENCE: REDUCED EXPOSURE TO TRIGGERS

As someone living with multiple chronic pain conditions, the ability to work from home two days a week makes a huge difference to my quality of life. Eliminating travel and reducing exposure to triggers gives me additional time to recharge and reduces my daily pain and fatigue to a more manageable level.

Because working from home is available across Treasury under the flexible work arrangements policy, I'm not made to feel like I have to sacrifice my job in order to manage my disability.

TREASURY'S PROGRESS ON ITS 2018-2022 PLAN



1

In October 2021, Dr Jasmine McDonald and Elaine Hatfield-White, joint Program Coordinators of Curtin University's Specialist Mentoring Program, presented on Autistic Spectrum Conditions (ASC), the difficulties individuals with ASC experience at work, and strategies colleagues can use to support individuals with ASC. The feedback from 50 participants identified a positive increase in their understanding, which set the foundation for introduction of broader employment initiatives.



2

In December 2021, to celebrate International Day of People with Disability, Treasury invited Prue Hawkins who has brittle bone disease and is a wheelchair user to present at a coffee shop forum. She identified common biases people with disabilities experience, hidden assumptions people make about people with disabilities, how organisations can accommodate and respond to people with disabilities and the importance of an inclusive culture. The feedback from participants identified a positive increase in their understanding, which will set the foundation for introduction of broader employment initiatives.



3

Treasury has a dedicated People with Disability page on the Treasury intranet which provides information on disability awareness in the workplace, COVID related information and access to resources in the community.



4

Treasury ran a series of workshops in August 2022 for managers and general staff on identifying unconscious bias, with a focus on strategies to create a more welcoming and inclusive workplace.



5

Key personnel participated in a workshop conducted by National Disability Services (NDS) as part of the Building the Talent Pool in-house project. This provided a greater understanding of the importance of access and inclusion, including increased awareness of inclusive language and confidence when engaging with people with disability in every step of our recruitment process, including interviewing, and alternative pathways to employment and utilisation of section 66 under the *Equal Opportunity Act 1984*.

6

Treasury has put in place strategies to better understand reasonable adjustments to Human Resources policy and procedures, and the physical work environment, and how to secure appropriate funding to implement these.

7

An ongoing partnership with NDS as part of Building the Talent pool project has helped Treasury to improve awareness of people with a disability. It has also participated in Interagency Disability Network group meetings, and built relationships with Disability Employment Service providers to promote Treasury roles.

8

A more supportive and welcoming environment has meant more employees have disclosed having a long term mental health condition. In 2019, the Treasury Executive approved the development of our Mental Health Strategy. The framework includes:

- Awareness: Reduce stigma and improve understanding of mental health
- Support: Create a culture where staff feel safe to disclose mental health challenges
- Evaluation: Measure success of strategy

9

Treasury has invested in mental health training for our management and leadership group. Our workplace support officers and People and Culture team have been trained in Mental Health First Aid. They are the first point of contact when staff encounter difficult work-related situations, and are a valuable option by providing confidential support and advice in the workplace.

10

All new Treasury employees must undertake Disability Awareness Training via an online module. This is supported by presenters at coffee shop forums on disability issues and disability issues in the workplace.

TREASURY'S ACCESS AND INCLUSION PLAN

OUTCOME 1

People with disability have the same opportunities as other people to access the services of any events organised by a public authority.

Strategies	Responsibility	Timeframe
1.1 Embed Access and Inclusion Plan outcomes in the strategic and operational planning processes and documents.	Manager, People and Culture	Annually
1.2 Make all possible effort to ensure any events that are organised are accessible to people with disability.	All Treasury staff/ Event Organisers	Ongoing

OUTCOME 2

People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.

Strategies	Responsibility	Timeframe
2.1 Make all possible effort to ensure all Treasury buildings and facilities are accessible to and useable by people with disability.	Director, Corporate Strategy and Performance	Ongoing
2.2 Undertake workplace audits to identify and eradicate potential hazards for people with disability.	Facilities Support Officer/ WHS representatives	Quarterly
2.3 Ensure emergency evacuation procedures for all Treasury buildings take into account the needs of people with disability.	Director, Corporate Strategy and Performance	Ongoing
2.4 Fire Wardens are adequately trained in evacuation procedures for people with disability.	Director, Corporate Strategy and Performance	Ongoing

OUTCOME 3

People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

Strategies	Responsibility	Timeframe
3.1 In conjunction with the relevant service providers, ensure the Treasury website is compliant with the Western Australian Government Website Accessibility Policy.	Manager, Office of the Under Treasurer	Ongoing
3.2 Ensure all Treasury publications are able to be provided in alternative formats on request.	Manager, Office of the Under Treasurer	Ongoing
3.3 Provide ongoing information accessibility education to staff and advice on how to provide information in other formats.	Manager, Office of the Under Treasurer	Ongoing
3.4 Ensure new documents added to Treasury's website meet Web Content Accessibility Guidelines 2.0, level AA or greater.	Manager, Office of the Under Treasurer	Ongoing
3.5 Ensure there is access to interpreter services for people with disability.	Manager, People and Culture	Ongoing

OUTCOME 4

People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.

Strategies	Responsibility	Timeframe
4.1 Inform staff of their role in implementing and monitoring the plan to ensure its success and broaden awareness of staff to ensure a good service is provided to people with disability.	Manager, People and Culture	Ongoing
4.2 Include Access and Inclusion Plan overview in Treasury Induction process for new starters.	Manager, People and Culture	Ongoing, reviewed annually
4.3 Ensure employee awareness campaign of our Access and Inclusion Plan and its strategies through Tnet with regular articles and a dedicated page within Treasury website and Tnet.	Manager, People and Culture	Annually
4.4 Employees new to Treasury to complete Treasury Disability Awareness online module.	Manager, People and Culture	Biennially
4.5 Maintain and promote policies, codes of conduct and strategies that prohibit discrimination, harassment and victimisation of employees and visitors with a disability.	Manager, People and Culture	Ongoing

OUTCOME 5

People with disability have the same opportunities as other people to make complaints to a public authority.

Strategies	Responsibility	Timeframe
5.1 Ensure Treasury's complaint and feedback mechanisms are accessible for people with disability.	Manager, Office of the Under Treasurer	Ongoing

OUTCOME 6

People with disability have the same opportunities as other people to participate in any public consultations by a public authority.

Strategies	Responsibility	Timeframe
6.1 Ensure when Treasury undertakes public consultation that people with disability and representative stakeholder organisations will be invited and encouraged to participate (if relevant).	Director, Corporate Strategy and Performance	Ongoing

OUTCOME 7

People with disability have the same opportunities to obtain and maintain employment with a public authority

Strategies	Responsibility	Timeframe
7.1 Review recruitment activities frequently to ensure they are inclusive in design and do not adversely impact people with a disability.	Manager, People and Culture	Ongoing
7.2 Make reasonable adjustments to ensure people with disability are provided the support necessary to carry out their employment responsibilities and develop their careers.	Manager, People and Culture	Ongoing
7.3 Provide ongoing support and education to Managers supporting their employees.	Manager, People and Culture	Ongoing
7.4 Continue to support flexible working arrangements for all Treasury employees.	Director, Corporate Strategy and Performance' All managers	Ongoing

THIS PLAN

BETTER ACCESS AND INCLUSION

Under the *Disability Services Act 1993*, all State and Local Government authorities must develop and implement a Disability Access and Inclusion Plan.

Treasury's Disability Access and Inclusion Plan provides a framework for identifying areas where access and inclusion can be improved, helping to ensure people with disability have the same opportunities as others in the community.

HOW WE CREATED THIS PLAN

Corporate Strategy and Performance Directorate holds responsibility for the development of this plan.

This plan has been researched and written with the assistance of a reference group taken from across Treasury. Members have lived experience of disability – some have disability, some have family members with disability, and others have worked with and managed people with disability.

The group held a number of meetings to decide the format of this report, to ensure the quality of its contents, to manage public consultation, and to ensure ongoing communication to internal and external stakeholder communications activities.

IMPLEMENTATION

Under the *Disability Services Act 1993*, all public authorities must do everything practical to ensure their Access and Inclusion Plans are implemented by all officers, employees, contractors, and agents.

Thus, all areas of Treasury are charged with putting the plan into practice. As listed in the table of outcomes, some areas of Treasury have specific responsibilities. The People and Culture team will monitor the plan and report as necessary to the Minister for Communities.